

MODERN SLAVERY STATEMENT

In accordance with the Modern Slavery Act 2018 (Cth.), this statement outlines the steps that Business Review Group has taken, and is continuing to take, to assess and reduce risks of modern slavery within our business and our supply chain, and our plans for review and improvement.

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Business Review Group recognises that it has a responsibility under the Modern Slavery Act 2018 (Cth.) to take a strong approach to reject any forms of modern slavery and human trafficking. We are committed to promoting ethical business practices and policies that protect workers from being abused and exploited, both in our own business and our supply chain.

Business Review Group is committed to limiting the risk of modern slavery occurring in our business, ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chain.

We expect our employees and our suppliers to share our commitment to help ensure modern slavery does not exist in our business and our supply chain.

Who we are

A leading Defence and government professional services provider, Business Review Group has been providing a wide range of above the line support services across government and defence industries since 1999.

Our supply chain

We have a relatively simple supply chain. We procure goods and services needed for our business's day-to-day operations from many contracted and preferred suppliers operating in Australia. Our supply chain arrangements include suppliers from Australian-based and domiciled individuals and companies. The goods and services procured include: recruitment, staffing including labour hire, telecommunications and information technology services.

Our long-term strategic relationships with key suppliers, provides a stability in our supply chain and procurement processes.

Identifying risks of modern slavery

During 2023, Business Review Group undertook a thorough risk assessment of our key suppliers of goods and services. Our review of suppliers focused on the origin of goods and services delivered, i.e., the residency and location of service providers.

Our operations

We believe there is no risk of modern slavery in our directly employed workforce, as the labour market in Australia is highly regulated, strict regulations apply to the government and Defence sectors.

A review of our supply chain

All of our supplier's operations are based in Australia. We believe these suppliers have a lower risk of modern slavery occurring in their supply chains, as their operations are Australian domiciled or Australian based, they are required to comply with the Modern Slavery Act 2018 (Cth.) within their own supply chains.

To establish an initial baseline understanding, we checked the domicile and location of our key suppliers and service providers. This enabled us to undertake a risk assessment of any modern slavery risks, or potential risks, within our supplier's operations and supply chains.

We identified zero high-risk suppliers who are either located in or source their goods or services from high-risk countries, for example, the domicile and location of all our employees, direct and indirect (through companies) are all Australian-based.

Our governance framework

Business Review Group has a strong corporate governance framework and as part of our commitment to informing our employees and suppliers in modern slavery risks, we undertook a review of our standard procurement agreements and procurement processes to ensure that we have sound governance processes in place to meet our modern slavery compliance.

In summary our review included the following activities:

- Publication of our Modern Slavery Statement; and
- Review of our standard procurement agreements to include contractual obligations to address modern slavery compliance so that all new suppliers commit to adherence to the new modern slavery requirements.

Corporate governance

Business Review Group will continue to review our policies and procedures to ensure that we have sound governance processes in place to meet our modern slavery compliance requirements.

Business Review Group will conduct reviews of policies, such as, our Code of Conduct to ensure inclusion of modern slavery clauses to increase employee awareness of the risks of modern slavery in our business and our supply chain.